

March 12, 2002

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90020

Dear Supervisors:

**APPROVAL OF MANAGEMENT APPOINTMENT – CHIEF DEPUTY
DIRECTOR
(ALL DISTRICTS) (3 VOTES)**

IT IS RECOMMENDED THAT YOUR BOARD:

1. Approve the appointment of Mr. Rufus White to the position of Chief Deputy Director, Children and Family Services (UC) at an annual salary of \$160,952, effective on the date of Board approval. The FY 2001-02 Adopted Budget includes funding for this position. Funding is included in the FY 2002-03 Department of Children and Family Services Budget Request.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

The Board of Supervisor's policy of August 4, 1998 requires that certain management appointments be placed on the Board agenda for approval. The purpose of the recommended action is to permit the Director of Children and Family Services to fill the critical position of Chief Deputy Director through appointment of Mr. Rufus White at an annual salary of \$160,952 (\$13,413 per month – top of Salary Range 16). The Chief Deputy Director position is critical to the operation of the department to assist the Director in implementation of current reform initiatives and supervision through subordinate supervisors of approximately 6,350 department staff.

IMPLEMENTATION OF STRATEGIC PLAN GOALS

The recommended action is consistent with the principles of the Countywide Strategic Plan. Mr. White's experience in management and as a Malcolm Baldrige examiner will further the Department's efforts to implement performance-based management in support of Strategic Plan Goal #3 (Organizational Effectiveness) Strategy 2 (Improve Internal Operations).

FISCAL IMPACT/FINANCING

The position of Chief Deputy Director is fully funded in the department's FY 2001-02 Adopted Budget and is vacant. The \$160,952 annual salary cost would be offset 86% by Federal and State program revenues, resulting in a Net County Cost of \$22,533.

FACTS AND PROVISIONS / LEGAL REQUIREMENTS

With assistance from the Department of Human Resources, the Department of Children and Family Services has recruited an exceptionally qualified candidate for the position of Chief Deputy Director. Mr. Rufus White has had over 30 years of management experience and is an expert in performance-based management. He currently provides training to the Department's executives and assists the Director in the implementation of major management reforms and initiatives. His prior management experience and recent training assignments with the department make him uniquely qualified to fill the position of Chief Deputy Director.

The proposed annual salary of \$160,952 is justified by his past salary history along with his exceptional experience and unique qualifications. The Chief Administrative Officer concurs with the department's request to appoint Mr. White at the requested salary.

CONTRACTING PROCESS

Not applicable.

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IMPACT ON CURRENT SERVICES (OR PROJECTS)

The filling of the position of Chief Deputy Director is critical to the achievement of the Department of Children and Family Services' performance goals as it strives to fulfill its mission to ensure child safety. Without your Board's approval of this request, the department's reform efforts will be severely hampered as we strive to provide high quality and cost effective services to children and families.

Respectfully submitted,

ANITA M. BOCK
Director

AB:JS

c: Chief Administrative Officer
County Counsel
Executive Officer, Board of Supervisors
Director of Personnel